

## **JOB OPENINGS AND LABOR TURNOVER FOR JUNE 2003 AVAILABLE**

Technical information: (202) 691-5870  
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Data on job openings and labor turnover were released today by the Bureau of Labor Statistics of the U.S. Department of Labor. These series include estimates of the rate and number of job openings (tables 1 and 2), hires (tables 3 and 4), and separations (tables 5 through 12) for the nation, by industry, and by geographic region. Job openings are a measure of unmet labor demand and can be compared with unemployment, which measures unused labor supply.

Job openings refer to the number on the last business day of the month, while the number of hires and separations are for the entire month. The sample of 16,000 business establishments covers both the private sector and government. Estimates from the Job Openings and Labor Turnover Survey (JOLTS) are not seasonally adjusted, and the data suggest that there is a seasonal pattern to job openings, hires, and separations. Thus, comparisons of JOLTS estimates should be based on the same month in different years (for example, June 2003 to June 2002); comparisons between consecutive months should not be used as an indicator of trend.

The estimates from the JOLTS program are considered developmental and caution should be exercised in drawing conclusions from them. See the Technical Note for additional information.

With the release of May 2003 estimates, JOLTS estimates were converted to the 2002 version of the North American Industry Classification System (NAICS). Prior to May, the Standard Industrial Classification (SIC) system was the basis for the assignment and tabulation of economic data by industry. NAICS is the product of a cooperative effort on the part of the statistical agencies of the United States, Canada, and Mexico. Due to differences in NAICS and the SIC system structures, NAICS estimates are not comparable to the SIC-based data for earlier

months. Therefore, the JOLTS historical industry series that began with December 2000 are now available on a NAICS basis on the BLS Web site.

NAICS uses a production-oriented approach to categorize economic units. Units with similar production processes are classified in the same industry. NAICS focuses on how products and services are created, as opposed to the SIC focus on what is produced. This approach yields significantly different industry groupings than those produced by the SIC approach. Users interested in more information about NAICS can access the BLS Web site at <http://www.bls.gov/bls/naics.htm> or the Bureau of the Census Web site at <http://www.census.gov/epcd/www/naics.html>.

In addition, to account for new employment benchmark data and updated estimation procedures, JOLTS SIC-based estimates for December 2000 through April 2003 have been revised and also are available on the BLS Web site. There will be no further updates of the SIC-based estimates; all future estimates will be based on NAICS.

BLS updates the job openings, hires, and separations series from the JOLTS program on its Web site each month. Estimates for July 2003 are scheduled for release September 25, 2003. For updates of the JOLTS series and for additional information, please see the Technical Note or the JOLTS Web site at [www.bls.gov/jlt/](http://www.bls.gov/jlt/). Additional information also may be obtained by emailing [Joltsinfo@bls.gov](mailto:Joltsinfo@bls.gov) or by calling (202) 691-5870.

## Technical Note

The data for the Job Openings and Labor Turnover Survey (JOLTS) are collected and compiled monthly from a sample of business establishments by the Bureau of Labor Statistics (BLS).

## Collection

Each month, data are collected in a survey of business establishments for total employment, job openings, hires, quits, layoffs and discharges, and other separations. Data collection methods include computer-assisted telephone interview, touchtone data entry, fax, and mail.

## Coverage

The JOLTS program covers all private nonfarm establishments such as factories, offices, and stores, as well as federal, state, and local government entities in the 50 states and the District of Columbia.

## Concepts

**Industry classification.** The industry classifications in this release have been changed to be in accordance with the 2002 North American Industry Classification System (NAICS) manual. Previously, data had been classified by industry using the 1987 Standard Industrial Classification (SIC) system. In order to ensure the highest possible quality of data, State Employment Security Agencies verify with employers and update, if necessary, the industry code, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment characteristics resulting from the verification process are always introduced into the JOLTS sampling frame with the data reported for the first month of the year.

**Employment.** Employment includes persons on the payroll who worked or received pay for the pay period that included the 12th day of the reference month. Full-time, part-time, permanent, short-term, seasonal, salaried, and hourly employees are included, as are employees on paid vacations or other paid leave. Proprietors or partners of unincorporated businesses, unpaid family workers, or persons on leave without pay or on strike for the entire pay period, are not counted as employed. Employees of temporary help agencies, employee leasing companies, outside contractors, and consultants are counted by their employer of record, not by the establishment where they are working.

**Job openings.** Establishments submit job openings information for the last business day of the reference month. A job opening requires that 1) a specific position exists and there is work available for that position; and 2) work could start within 30 days regardless of whether a suitable candidate is found; and 3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but

have not yet reported for work, and jobs to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings, and multiplying that quotient by 100.

Hires and Recalls. Hires are the total number of additions to the payroll occurring any time during the reference month, including both new and rehired employees, full-time and part-time, permanent, short-term and seasonal employees, employees recalled to the location after a layoff lasting more than 7 days, on-call or intermittent employees who returned to work after having been formally separated, and transfers from other locations. The hires and recalls count does not include transfers or promotions within the reporting site, employees returning from strike, employees of temporary help agencies or employee leasing companies, outside contractors, or consultants. The hires rate is computed by dividing the number of hires by employment, and multiplying that quotient by 100.

Separations. Separations are the total number of terminations of employment occurring any time during the reference month, and are reported by type of separation--quits, layoffs and discharges, and other separations. Quits are employees who left voluntarily (except for retirements, which are reported as other separations). Layoffs and discharges are involuntary separations initiated by the employer and include layoffs with no intent to rehire, formal layoffs lasting or expected to last more than 7 days, discharges resulting from mergers, downsizing, or closings, firings or other discharges for cause, terminations of permanent or short-term employees, and terminations of seasonal employees. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do not include transfers within the same location or employees on strike.

The separations rate is computed by dividing the number of separations by employment, and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly, dividing the number by employment and multiplying by 100.

#### Sample methodology

The JOLTS sample design is a probability sample of 16,000 establishments drawn from a universe of over eight million establishments compiled as part of the operations of the Covered Employment and Wages, or ES-202, program. This program includes all employers subject to state Unemployment Insurance (UI) laws and federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and size class. Large firms fall into the sample with virtual certainty. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates are then computed from the adjusted levels.

#### Using JOLTS data

The JOLTS data series on job openings, hires, and separations are quite new. The full sample is divided into panels, with one panel enrolled each

month. A full complement of panels for the original data series based on the 1987 SIC system was not completely enrolled in the survey until January 2002. The supplemental panels of establishments needed to create NAICS estimates were not completely enrolled until May 2003. The data collected up until those points are from less than a full sample. Therefore, estimates from earlier months should be used with caution, as fewer sampled units were reporting data at that time.

In March 2002, BLS procedures for collecting hires and separations data were revised to address possible underreporting. As a result, JOLTS hires and separations estimates for months prior to March 2002 may not be comparable with estimates for March 2002 and later.

The estimates are not seasonally adjusted, and month-to-month changes in the estimates are subject to strong seasonal variation.

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

#### Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90 percent level of confidence. That means that there is a 90 percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. Estimates of sampling errors are available upon request.

The JOLTS estimates also are affected by nonsampling error. Nonsampling error can occur for many reasons, including the failure to include a segment of the population, the inability to obtain data from all units in the sample, the inability or unwillingness of respondents to provide data on a timely basis, mistakes made by respondents, errors made in the collection or processing of the data, and errors from the employment benchmark data used in estimation.

JOLTS hires and separations estimates cannot be used to exactly explain net changes in payroll employment. Some reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially on a monthly basis, are: 1) the reference period for payroll employment is the pay period including the 12th of the month, while the reference period for hires and separations is the calendar month; and 2) payroll employment can vary from month to month simply because part-time and on-call workers may not always work during the pay period that includes the 12th of the month. Additionally, research has found that some reporters

systematically underreport separations relative to hires due to a number of factors, including the nature of their payroll systems and practices. The shortfall appears to be about 2 percent or less over a 12-month period.

#### Other information

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral phone: 1-800-877-8339.

**Table 1. Job openings rates<sup>1</sup> by industry and region**  
(Percent)

Industry and region	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003
<b>Total</b> .....	2.2	2.4	2.4	2.3	2.3	2.0	1.8	2.0	2.1	2.1	2.2	2.2	2.3
<b>INDUSTRY</b>													
Total private.....	2.2	2.4	2.5	2.4	2.4	2.1	1.8	2.1	2.2	2.1	2.3	2.3	2.4
Natural resources and mining.....	1.8	1.0	1.3	1.0	.7	.5	.7	.7	.9	1.0	1.0	.9	.8
Construction.....	1.7	1.3	1.2	2.0	1.5	1.0	.9	1.2	1.2	1.2	2.0	1.8	2.0
Manufacturing.....	1.5	1.6	1.5	1.5	1.4	1.2	1.0	1.2	1.3	1.2	1.3	1.4	1.3
Durable goods.....	1.4	1.6	1.5	1.4	1.2	1.1	1.0	1.2	1.3	1.2	1.2	1.3	1.2
Nondurable goods.....	1.6	1.7	1.5	1.6	1.6	1.3	1.0	1.2	1.2	1.3	1.4	1.5	1.5
Trade, transportation, and utilities.....	1.8	1.8	2.0	1.9	2.2	1.5	1.1	1.5	1.7	1.7	1.6	1.6	1.7
Wholesale trade.....	1.9	1.6	1.8	1.6	1.1	1.4	1.2	1.5	1.4	1.2	1.5	1.3	1.4
Retail trade.....	1.8	2.0	2.2	2.2	2.8	1.5	1.0	1.4	1.8	1.9	1.7	1.7	1.9
Transportation, warehousing, and utilities.....	1.4	1.5	1.9	1.3	1.4	1.6	1.5	1.7	1.9	1.5	1.3	1.6	1.4
Information.....	1.5	2.1	2.0	2.0	2.2	1.8	1.3	2.4	1.9	1.5	1.5	1.4	2.0
Financial activities.....	2.4	2.0	2.1	2.1	2.1	2.1	1.9	1.9	2.1	1.9	2.1	2.1	2.2
Finance and insurance.....	2.5	2.3	2.4	2.3	2.3	2.3	2.0	2.0	2.0	1.8	2.2	2.3	2.3
Real estate and rental and leasing.....	2.1	1.2	1.4	1.4	1.6	1.5	1.6	1.7	2.4	2.3	1.7	1.7	1.9
Professional and business services.....	2.5	2.8	3.1	3.2	3.1	2.7	2.7	2.9	3.0	2.8	3.1	3.0	3.5
Education and health services.....	3.7	3.8	3.9	3.8	3.4	3.3	3.2	3.3	3.2	3.1	3.2	3.4	3.3
Educational services.....	2.0	1.9	2.0	1.8	1.5	1.2	1.2	1.4	1.3	1.1	1.4	1.3	2.0
Health care and social assistance.....	4.0	4.2	4.2	4.1	3.8	3.7	3.5	3.6	3.6	3.5	3.6	3.8	3.6
Leisure and hospitality.....	2.6	3.2	2.9	2.4	2.5	2.6	2.1	2.5	2.3	2.8	3.4	3.1	2.8
Arts, entertainment, and recreation.....	2.3	2.2	2.5	1.9	2.1	2.4	1.6	1.4	1.6	2.2	2.9	2.0	2.0
Accommodation and food services.....	2.6	3.4	3.0	2.5	2.6	2.6	2.2	2.7	2.4	3.0	3.5	3.3	3.0
Other services.....	1.9	2.1	2.3	2.7	1.9	1.9	1.6	2.0	2.2	2.0	2.7	2.6	2.2
Government.....	2.1	2.2	2.3	2.0	1.8	1.8	1.7	1.7	1.6	1.8	1.7	1.9	2.0
Federal.....	1.1	1.2	1.5	1.3	.9	1.1	1.0	1.3	1.3	2.2	1.5	2.1	1.3
State and local.....	2.2	2.3	2.4	2.1	2.0	1.9	1.8	1.8	1.6	1.7	1.7	1.8	2.1
<b>REGION</b>													
Northeast.....	2.2	2.2	2.4	2.3	2.3	2.0	1.6	1.9	1.9	1.9	2.1	2.2	2.2
South.....	2.4	2.4	2.6	2.6	2.3	2.1	1.9	2.1	2.3	2.3	2.4	2.4	2.4
Midwest.....	1.9	2.3	2.2	2.1	2.0	1.7	1.6	1.8	1.8	2.0	2.2	2.0	2.0
West.....	2.3	2.5	2.4	2.3	2.5	2.1	2.0	2.3	2.2	2.0	2.2	2.4	2.6

<sup>1</sup> The job openings rate is the number of job openings on the last business day of the month as a percent of total employment plus job openings. The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 2. Job openings levels<sup>1</sup> by industry and region**  
(In thousands)

Industry and region	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003
<b>Total</b> .....	2,984	3,150	3,232	3,141	3,045	2,691	2,407	2,665	2,709	2,740	2,962	3,003	3,088
<b>INDUSTRY</b>													
Total private.....	2,528	2,696	2,761	2,714	2,639	2,297	2,037	2,287	2,357	2,338	2,579	2,584	2,656
Natural resources and mining.....	11	6	8	6	4	3	4	4	5	6	6	5	5
Construction.....	121	94	88	144	106	71	61	79	73	75	132	127	142
Manufacturing.....	231	250	231	225	209	178	158	182	191	185	188	207	195
Durable goods.....	135	152	142	132	117	105	99	112	121	114	107	119	108
Nondurable goods.....	96	98	89	94	92	73	59	70	70	72	81	88	87
Trade, transportation, and utilities.....	459	479	531	499	570	393	297	380	440	423	407	416	437
Wholesale trade.....	112	93	105	94	63	77	68	84	80	69	86	75	80
Retail trade.....	278	312	332	341	440	238	158	214	270	281	258	263	292
Transportation, warehousing, and utilities.....	69	75	94	64	67	78	71	81	90	73	63	78	65
Information.....	51	73	68	69	75	62	43	82	64	50	50	48	66
Financial activities.....	192	160	170	166	173	167	153	153	169	155	167	172	181
Finance and insurance.....	148	134	141	136	139	136	121	118	120	108	132	137	141
Real estate and rental and leasing.....	44	26	29	30	33	31	32	35	48	46	34	35	40
Professional and business services.....	407	465	518	527	512	443	444	460	479	460	504	496	581
Education and health services.....	621	635	642	632	583	567	538	549	545	533	555	584	562
Educational services.....	51	48	48	49	42	35	35	38	36	32	41	35	51
Health care and social assistance.....	571	587	593	583	541	532	503	511	509	500	514	548	512
Leisure and hospitality.....	330	416	378	297	306	310	251	292	269	344	424	389	367
Arts, entertainment, and recreation.....	46	45	51	36	38	40	26	23	27	37	52	38	41
Accommodation and food services.....	284	371	327	260	268	270	225	270	242	307	372	351	326
Other services.....	103	117	128	150	103	102	87	105	121	109	147	141	119
Government.....	457	453	471	427	405	394	370	378	352	401	382	419	432
Federal.....	32	35	43	37	26	30	27	37	38	63	43	61	35
State and local.....	425	419	428	390	380	364	343	340	314	338	339	358	396
<b>REGION</b>													
Northeast.....	558	552	609	580	596	512	413	465	467	484	529	568	556
South.....	1,138	1,154	1,229	1,222	1,109	1,018	926	1,008	1,071	1,078	1,120	1,141	1,157
Midwest.....	617	718	702	679	622	547	498	549	553	619	675	618	621
West.....	671	726	693	660	717	615	571	644	618	559	638	676	753

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 3. Hires rates<sup>1</sup> by industry and region**  
(Percent)

Industry and region	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003
<b>Total</b> .....	3.8	3.6	3.7	3.6	3.0	2.7	2.3	2.7	2.6	2.9	3.2	3.4	3.7
<b>INDUSTRY</b>													
Total private.....	4.1	3.9	3.9	3.8	3.3	3.0	2.5	2.9	2.9	3.3	3.6	3.8	4.1
Natural resources and mining.....	3.2	3.9	4.6	2.9	2.2	2.8	1.8	3.6	3.3	3.3	3.8	4.5	3.8
Construction.....	6.7	6.6	4.6	5.8	5.2	3.9	3.5	4.7	4.8	6.2	7.0	8.1	6.9
Manufacturing.....	2.7	2.7	2.6	2.5	2.2	1.9	1.5	2.2	2.1	2.3	2.1	2.4	2.5
Durable goods.....	2.5	2.4	2.4	2.3	2.0	1.8	1.4	2.3	2.1	2.2	2.1	2.4	2.5
Nondurable goods.....	3.0	3.2	2.9	2.7	2.5	2.1	1.6	2.2	2.1	2.5	2.3	2.5	2.5
Trade, transportation, and utilities.....	3.8	3.9	3.9	4.0	3.7	4.0	2.7	2.3	2.6	3.1	3.3	3.4	3.7
Wholesale trade.....	2.7	2.8	2.8	2.8	2.2	1.9	1.3	1.8	1.7	2.0	2.5	2.4	2.4
Retail trade.....	4.7	4.5	4.7	4.6	4.8	5.4	3.4	2.6	3.2	3.8	3.7	4.2	4.5
Transportation, warehousing, and utilities.....	2.3	2.9	2.8	3.5	2.0	2.0	2.1	1.8	1.6	2.0	2.6	2.1	2.4
Information.....	2.3	1.9	2.5	2.4	2.0	2.7	1.9	1.5	2.0	2.0	2.2	2.1	2.3
Financial activities.....	2.4	2.4	2.1	2.5	1.7	1.9	1.3	2.3	1.9	1.8	2.3	2.4	2.5
Finance and insurance.....	2.1	1.9	1.9	2.2	1.4	1.5	1.4	1.9	1.7	1.4	1.6	1.9	2.1
Real estate and rental and leasing.....	3.1	3.7	2.8	3.7	2.3	3.0	1.2	3.6	2.6	3.1	4.4	3.8	3.8
Professional and business services.....	4.2	4.3	4.4	4.3	3.8	3.1	3.2	3.6	3.6	3.8	4.4	3.7	4.4
Education and health services.....	3.1	3.2	3.4	3.3	2.6	1.9	1.9	2.6	2.2	2.3	2.1	2.4	3.0
Educational services.....	2.1	2.1	3.4	4.9	1.8	.9	.8	1.5	1.8	1.3	1.2	1.3	2.3
Health care and social assistance.....	3.3	3.4	3.4	3.0	2.8	2.1	2.1	2.8	2.3	2.5	2.3	2.6	3.2
Leisure and hospitality.....	7.6	6.2	6.3	5.6	5.0	4.6	4.5	4.7	4.4	5.8	6.9	7.5	7.5
Arts, entertainment, and recreation.....	7.6	4.9	5.1	4.8	3.4	4.1	5.9	5.3	3.5	6.9	9.6	10.5	8.2
Accommodation and food services.....	7.6	6.5	6.6	5.7	5.3	4.6	4.3	4.5	4.6	5.6	6.4	7.0	7.4
Other services.....	4.6	3.4	3.8	3.7	2.3	2.1	1.8	3.2	2.5	2.9	2.9	3.7	3.9
Government.....	2.1	1.8	2.5	2.4	1.5	1.2	1.0	1.3	1.0	1.0	1.0	1.5	1.8
Federal.....	2.7	1.4	1.4	2.0	2.1	2.2	1.7	1.6	.8	1.0	1.1	2.0	1.7
State and local.....	2.0	1.8	2.7	2.5	1.4	1.1	.9	1.3	1.0	1.0	1.0	1.4	1.8
<b>REGION</b>													
Northeast.....	3.6	3.2	3.1	2.9	2.6	2.5	1.8	2.0	2.1	2.3	2.5	3.0	3.6
South.....	3.9	3.8	3.8	3.8	3.3	2.8	2.6	3.0	2.9	3.3	3.3	3.5	3.7
Midwest.....	3.8	3.3	4.0	3.6	2.8	2.4	2.1	2.4	2.2	2.8	3.3	3.5	3.4
West.....	3.7	3.9	3.6	3.9	3.1	3.2	2.4	3.0	2.9	3.0	3.4	3.6	4.0

<sup>1</sup> The hires rate is the number of hires during the entire month as a percent of total employment.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 4. Hires levels<sup>1</sup> by industry and region**  
(In thousands)

Industry and region	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003
<b>Total.....</b>	<b>4,969</b>	<b>4,667</b>	<b>4,759</b>	<b>4,716</b>	<b>3,935</b>	<b>3,580</b>	<b>3,009</b>	<b>3,437</b>	<b>3,292</b>	<b>3,763</b>	<b>4,118</b>	<b>4,481</b>	<b>4,820</b>
<b>INDUSTRY</b>													
Total private.....	4,517	4,304	4,254	4,202	3,601	3,313	2,782	3,149	3,074	3,552	3,896	4,156	4,439
Natural resources and mining.....	19	23	27	17	13	16	10	20	18	18	21	25	22
Construction.....	468	463	320	402	357	267	232	299	300	396	464	556	484
Manufacturing.....	418	411	398	377	333	292	221	334	312	339	314	354	375
Durable goods.....	245	225	227	220	191	173	130	211	194	199	187	215	233
Nondurable goods.....	173	186	171	157	142	119	91	123	118	140	127	139	142
Trade, transportation, and utilities.....	972	983	999	1,023	936	1,040	706	578	643	763	817	864	923
Wholesale trade.....	151	161	157	157	124	105	75	99	93	110	142	133	133
Retail trade.....	708	681	710	694	717	838	532	393	475	557	554	629	674
Transportation, warehousing, and utilities.....	113	141	133	171	95	97	99	85	76	96	121	101	116
Information.....	80	63	86	81	68	91	62	49	67	67	73	69	77
Financial activities.....	188	186	167	199	130	147	106	181	151	142	183	189	203
Finance and insurance.....	123	110	110	125	84	86	81	109	98	80	94	110	124
Real estate and rental and leasing.....	65	76	57	75	46	61	25	72	53	62	89	79	79
Professional and business services.....	674	699	718	691	615	492	506	566	568	602	703	590	703
Education and health services.....	501	512	543	541	430	313	311	418	371	387	346	395	495
Educational services.....	51	51	80	129	50	26	23	40	50	38	34	35	56
Health care and social assistance.....	450	461	462	412	379	286	288	378	321	349	312	360	439
Leisure and hospitality.....	949	782	792	677	596	540	533	536	511	682	822	919	944
Arts, entertainment, and recreation.....	152	100	101	89	59	68	98	86	56	115	164	192	163
Accommodation and food services.....	797	683	691	588	538	472	435	450	455	567	658	727	782
Other services.....	248	181	203	195	120	114	95	168	132	157	153	195	212
Government.....	452	363	505	514	334	267	228	288	218	211	222	325	381
Federal.....	76	39	38	57	58	61	46	44	23	28	30	55	46
State and local.....	376	324	467	457	276	206	181	243	194	183	192	270	335
<b>REGION</b>													
Northeast.....	907	813	776	727	656	619	453	490	506	556	610	743	909
South.....	1,821	1,748	1,738	1,763	1,522	1,315	1,220	1,391	1,317	1,516	1,551	1,652	1,721
Midwest.....	1,195	1,028	1,249	1,132	875	754	658	721	658	864	1,009	1,087	1,050
West.....	1,047	1,078	996	1,094	882	892	679	836	811	827	948	999	1,139

<sup>1</sup> Hires are the number of hires during the entire month.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi,

North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 5. Total separations rates<sup>1</sup> by industry and region**  
(Percent)

Industry and region	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003
<b>Total</b> .....	3.4	3.4	4.1	3.5	3.1	3.0	3.0	3.3	2.6	2.6	2.8	2.8	3.1
<b>INDUSTRY</b>													
Total private.....	3.7	3.7	4.5	3.9	3.5	3.4	3.4	3.7	3.0	3.0	3.2	3.1	3.4
Natural resources and mining.....	2.8	3.4	3.9	2.9	5.0	2.7	4.2	3.5	2.9	3.0	3.2	3.0	2.6
Construction.....	5.3	4.7	6.2	5.6	6.2	6.2	7.6	7.0	5.4	5.2	5.1	4.6	5.0
Manufacturing.....	3.1	3.0	3.5	3.0	3.0	2.7	2.6	3.1	2.6	2.4	2.9	2.3	2.7
Durable goods.....	3.2	3.0	3.8	2.9	3.0	2.4	2.5	3.2	2.7	2.5	2.7	2.3	2.7
Nondurable goods.....	2.7	3.0	3.1	3.1	3.0	3.3	2.8	2.7	2.4	2.3	3.2	2.3	2.6
Trade, transportation, and utilities.....	3.7	3.6	4.3	4.0	3.5	3.5	3.7	4.3	3.1	3.1	2.8	3.2	3.5
Wholesale trade.....	2.6	3.2	3.0	2.7	2.6	2.7	2.7	2.4	2.0	2.1	1.9	2.4	2.1
Retail trade.....	4.4	4.1	5.1	4.7	4.1	4.0	4.2	5.5	3.8	3.6	3.3	3.9	4.1
Transportation, warehousing, and utilities.....	2.9	2.6	3.1	3.1	2.7	2.8	3.2	2.9	2.3	2.5	2.5	2.2	3.4
Information.....	2.3	2.2	3.0	2.2	3.0	4.0	2.4	2.2	2.1	1.8	1.6	1.9	2.3
Financial activities.....	2.5	2.4	2.9	2.2	1.9	2.0	2.0	2.0	1.8	2.0	2.1	1.8	1.9
Finance and insurance.....	2.1	1.7	2.3	1.6	1.6	1.7	1.8	1.6	1.4	1.7	1.6	1.5	1.6
Real estate and rental and leasing.....	3.4	4.1	4.6	4.0	2.7	2.7	2.8	3.3	3.1	2.8	3.8	2.6	2.6
Professional and business services.....	3.6	4.2	4.5	3.4	3.4	3.1	3.4	3.6	3.1	2.8	3.5	2.9	3.3
Education and health services.....	2.9	2.7	3.0	2.4	2.1	1.8	2.3	2.5	1.8	1.9	2.0	2.5	2.7
Educational services.....	3.8	2.2	3.0	2.0	1.0	.9	1.6	2.4	.8	1.0	1.4	2.6	3.2
Health care and social assistance.....	2.7	2.8	3.0	2.5	2.3	2.0	2.4	2.5	2.0	2.1	2.1	2.5	2.7
Leisure and hospitality.....	5.6	6.5	8.0	8.0	6.3	6.0	4.8	5.6	4.5	5.1	5.9	5.4	5.5
Arts, entertainment, and recreation.....	3.2	6.2	11.1	10.2	9.6	9.0	5.1	5.6	4.2	4.4	6.8	4.2	3.1
Accommodation and food services.....	6.1	6.6	7.4	7.6	5.8	5.5	4.8	5.7	4.6	5.3	5.8	5.6	5.9
Other services.....	3.6	3.1	5.4	3.9	3.1	2.6	2.7	3.0	3.3	2.5	2.8	2.5	3.6
Government.....	1.8	1.6	2.2	1.5	1.1	.9	1.0	1.0	.8	.8	.9	1.3	1.7
Federal.....	1.4	1.0	1.6	1.1	1.0	1.1	2.0	1.3	1.1	1.0	.9	1.2	1.3
State and local.....	1.9	1.7	2.3	1.5	1.1	.9	.8	1.0	.8	.8	.9	1.3	1.8
<b>REGION</b>													
Northeast.....	3.0	2.8	3.7	3.3	2.9	2.7	2.6	3.2	2.1	2.1	2.2	2.5	2.9
South.....	3.6	3.8	4.5	3.4	3.2	2.9	3.0	3.3	3.0	2.9	3.1	3.0	3.4
Midwest.....	3.3	3.1	4.1	3.5	3.1	2.7	2.9	3.1	2.4	2.3	2.7	2.7	3.0
West.....	3.3	3.6	3.8	3.7	3.3	3.5	3.5	3.6	2.9	2.9	3.0	2.8	3.1

<sup>1</sup> The separations rate is the number of total separations during the entire month as a percent of total employment.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 6. Total separations levels<sup>1</sup> by industry and region**  
(In thousands)

Industry and region	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003
<b>Total</b> .....	4,425	4,420	5,353	4,543	4,104	3,902	3,975	4,227	3,402	3,360	3,644	3,660	4,124
<b>INDUSTRY</b>													
Total private.....	4,030	4,093	4,906	4,229	3,872	3,700	3,758	4,007	3,221	3,185	3,454	3,374	3,749
Natural resources and mining.....	16	20	23	17	29	16	24	19	16	16	18	17	15
Construction.....	369	332	432	389	429	427	508	444	341	331	338	312	350
Manufacturing.....	471	460	541	451	454	413	397	454	383	358	422	336	396
Durable goods.....	311	286	360	270	283	221	238	299	246	229	243	208	247
Nondurable goods.....	160	175	181	182	171	192	159	155	137	129	179	129	149
Trade, transportation, and utilities.....	954	921	1,087	1,005	895	907	966	1,088	779	768	711	818	896
Wholesale trade.....	149	182	170	152	147	153	152	134	109	118	104	133	118
Retail trade.....	665	614	767	705	618	620	660	819	562	531	488	582	616
Transportation, warehousing, and utilities.....	139	125	150	148	129	134	154	135	108	119	119	103	161
Information.....	78	76	101	73	103	135	80	73	70	60	54	62	76
Financial activities.....	195	186	227	173	147	156	162	159	145	159	169	144	149
Finance and insurance.....	125	101	133	90	93	102	105	93	83	103	92	91	96
Real estate and rental and leasing.....	70	85	94	82	54	55	57	66	62	57	77	53	53
Professional and business services.....	589	681	725	550	550	496	537	557	492	437	550	471	537
Education and health services.....	461	437	480	392	342	302	372	403	298	321	335	415	449
Educational services.....	93	52	71	54	29	25	45	62	21	29	40	73	79
Health care and social assistance.....	368	385	408	338	313	277	326	341	276	292	295	343	369
Leisure and hospitality.....	703	813	997	970	760	710	570	651	522	603	707	662	689
Arts, entertainment, and recreation.....	65	126	222	187	167	149	84	90	68	73	117	76	61
Accommodation and food services.....	638	687	776	783	593	561	486	561	455	530	589	587	628
Other services.....	195	166	293	208	164	138	143	160	175	132	150	136	191
Government.....	394	327	447	313	231	202	216	221	181	176	191	286	375
Federal.....	39	28	43	31	27	32	56	37	31	26	25	32	36
State and local.....	355	299	404	282	204	171	160	184	150	149	166	253	338
<b>REGION</b>													
Northeast.....	751	697	916	824	718	680	665	788	519	511	535	628	739
South.....	1,694	1,753	2,093	1,576	1,507	1,369	1,416	1,511	1,362	1,363	1,443	1,402	1,578
Midwest.....	1,037	969	1,269	1,097	953	853	903	933	728	684	819	835	919
West.....	943	1,002	1,075	1,045	925	999	990	996	794	802	848	794	887

<sup>1</sup> Total separations are the number of total separations during the entire month.  
The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi,

North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 7. Quits rates<sup>1</sup> by industry and region**  
(Percent)

Industry and region	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003
<b>Total</b> .....	1.8	1.9	2.4	1.9	1.6	1.4	1.4	1.5	1.4	1.4	1.5	1.6	1.7
<b>INDUSTRY</b>													
Total private.....	2.0	2.1	2.6	2.2	1.9	1.6	1.6	1.7	1.6	1.6	1.7	1.8	1.8
Natural resources and mining.....	1.8	1.5	2.0	1.6	1.5	.9	1.2	1.0	1.3	1.8	1.6	1.4	1.5
Construction.....	1.9	2.5	2.6	2.4	2.0	1.4	1.7	1.6	1.9	1.5	1.7	2.0	2.1
Manufacturing.....	1.3	1.4	1.9	1.4	1.1	.9	.8	1.0	1.0	1.0	1.0	1.1	1.1
Durable goods.....	1.3	1.4	1.8	1.3	1.1	.8	.7	1.1	1.0	1.0	1.0	1.1	1.1
Nondurable goods.....	1.3	1.5	1.9	1.5	1.2	1.0	.9	1.0	1.0	.9	1.1	1.1	1.1
Trade, transportation, and utilities.....	2.4	2.1	2.8	2.2	2.1	1.9	1.7	1.8	1.7	1.8	1.7	2.0	1.9
Wholesale trade.....	1.5	1.6	1.9	1.2	1.6	1.0	1.1	1.0	1.0	1.0	1.0	1.2	1.1
Retail trade.....	3.1	2.6	3.4	2.8	2.5	2.6	2.1	2.3	2.2	2.2	2.1	2.6	2.4
Transportation, warehousing, and utilities.....	1.2	1.5	1.8	1.5	1.4	1.0	1.0	1.2	.9	1.6	1.1	1.2	1.2
Information.....	1.2	1.5	1.9	1.3	1.2	1.1	1.2	1.1	1.0	1.0	.9	1.1	1.2
Financial activities.....	1.4	1.4	1.7	1.2	1.1	.9	1.1	1.0	1.1	1.0	1.5	1.0	1.1
Finance and insurance.....	1.3	1.1	1.4	1.0	1.1	.8	1.0	.8	.8	.9	1.0	.9	1.0
Real estate and rental and leasing.....	1.8	2.1	2.6	1.8	1.1	1.2	1.2	1.5	2.1	1.6	2.7	1.3	1.4
Professional and business services.....	1.8	2.1	2.6	1.8	1.8	1.6	1.6	1.8	1.5	1.5	1.7	1.6	1.8
Education and health services.....	1.7	1.7	2.0	1.5	1.4	1.2	1.3	1.5	1.1	1.1	1.2	1.5	1.5
Educational services.....	1.8	1.6	2.0	1.1	.8	.7	.6	1.1	.4	.8	.8	1.0	1.4
Health care and social assistance.....	1.7	1.7	2.0	1.6	1.5	1.3	1.5	1.6	1.3	1.2	1.3	1.5	1.5
Leisure and hospitality.....	3.6	4.3	5.2	5.0	3.7	3.1	3.0	3.4	3.1	3.1	3.7	3.7	3.6
Arts, entertainment, and recreation.....	1.9	3.7	5.1	4.0	2.6	2.0	1.7	1.7	2.2	1.9	2.1	2.0	2.0
Accommodation and food services.....	4.0	4.5	5.2	5.2	3.9	3.3	3.2	3.7	3.2	3.3	4.0	4.0	3.9
Other services.....	1.9	1.3	2.4	2.4	2.2	1.7	1.7	1.6	1.7	1.7	1.6	1.5	1.7
Government.....	.8	.7	1.1	.6	.5	.5	.4	.5	.4	.4	.4	.6	.8
Federal.....	.6	.5	.9	.5	.5	.6	.8	.5	.6	.4	.4	.6	.6
State and local.....	.8	.7	1.1	.7	.5	.5	.4	.5	.4	.4	.4	.6	.8
<b>REGION</b>													
Northeast.....	1.5	1.4	1.9	1.6	1.4	1.1	.9	1.1	1.0	1.0	1.0	1.3	1.3
South.....	2.1	2.2	2.7	2.1	1.8	1.5	1.5	1.6	1.6	1.6	1.7	1.8	1.9
Midwest.....	1.7	1.7	2.4	1.8	1.5	1.4	1.4	1.4	1.2	1.2	1.4	1.6	1.5
West.....	1.8	2.0	2.4	2.0	1.7	1.6	1.6	1.8	1.5	1.5	1.5	1.6	1.7

<sup>1</sup> The quits rate is the number of quits during the entire month as a percent of total employment.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 8. Quits levels<sup>1</sup> by industry and region**  
(In thousands)

Industry and region	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003
<b>Total</b> .....	2,413	2,472	3,113	2,499	2,158	1,860	1,811	1,939	1,778	1,784	1,926	2,093	2,166
<b>INDUSTRY</b>													
Total private.....	2,236	2,330	2,899	2,361	2,049	1,752	1,714	1,836	1,691	1,694	1,837	1,957	2,003
Natural resources and mining.....	11	9	12	9	9	5	7	5	7	10	9	8	9
Construction.....	129	172	182	169	136	95	111	103	121	96	112	134	150
Manufacturing.....	206	219	287	214	172	136	119	155	145	145	154	162	158
Durable goods.....	129	130	174	127	105	77	67	99	88	94	94	101	97
Nondurable goods.....	77	89	113	87	67	60	53	56	57	51	60	61	60
Trade, transportation, and utilities.....	612	547	706	562	537	503	441	451	422	458	417	505	476
Wholesale trade.....	84	89	109	70	89	57	61	58	55	55	56	68	64
Retail trade.....	473	384	511	422	378	399	331	336	326	330	310	382	353
Transportation, warehousing, and utilities.....	56	74	85	71	69	46	49	57	41	73	52	55	59
Information.....	41	51	64	43	40	36	40	35	33	34	28	37	40
Financial activities.....	111	109	137	92	85	69	84	77	90	82	115	79	89
Finance and insurance.....	75	65	83	56	62	45	59	46	47	50	60	52	60
Real estate and rental and leasing.....	36	44	53	36	22	23	25	30	43	32	55	27	29
Professional and business services.....	299	342	425	285	284	250	247	286	239	232	268	262	292
Education and health services.....	270	267	313	247	224	197	221	246	187	187	205	241	240
Educational services.....	44	37	48	29	23	21	16	28	11	23	22	28	34
Health care and social assistance.....	226	230	265	219	201	176	205	218	177	164	183	212	206
Leisure and hospitality.....	454	542	645	609	442	371	356	395	354	359	442	447	458
Arts, entertainment, and recreation.....	39	75	102	74	46	33	28	28	36	31	37	36	41
Accommodation and food services.....	416	468	543	535	396	338	328	367	318	328	405	411	417
Other services.....	103	72	129	130	120	90	89	84	92	92	87	82	92
Government.....	176	143	214	138	109	108	96	103	88	90	90	136	162
Federal.....	17	15	26	15	13	16	23	14	16	11	12	15	15
State and local.....	159	128	188	123	96	92	74	89	72	79	78	120	147
<b>REGION</b>													
Northeast.....	383	354	463	403	365	283	237	279	248	246	243	322	333
South.....	988	1,023	1,239	973	852	704	716	754	732	749	809	847	885
Midwest.....	544	538	739	564	474	422	420	421	374	375	444	486	472
West.....	498	558	672	559	467	452	437	486	424	414	431	437	476

<sup>1</sup> Quits are the number of quits during the entire month.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi,

North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 9. Layoffs and discharges rates<sup>1</sup> by industry and region**  
(Percent)

Industry and region	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003
<b>Total.....</b>	1.3	1.2	1.4	1.3	1.3	1.3	1.4	1.4	1.1	1.0	1.1	1.0	1.3
<b>INDUSTRY</b>													
Total private.....	1.4	1.4	1.6	1.4	1.5	1.6	1.6	1.7	1.2	1.2	1.3	1.1	1.4
Natural resources and mining.....	.4	1.1	1.0	.9	2.8	1.4	2.3	1.8	1.0	.7	.9	1.0	1.0
Construction.....	3.4	2.2	3.2	3.0	4.0	4.6	5.3	5.0	3.3	3.5	3.0	2.5	2.6
Manufacturing.....	1.5	1.3	1.4	1.4	1.6	1.6	1.6	1.7	1.3	1.2	1.5	1.0	1.4
Durable goods.....	1.6	1.4	1.6	1.3	1.6	1.3	1.6	1.8	1.4	1.3	1.3	1.0	1.4
Nondurable goods.....	1.2	1.2	1.0	1.5	1.6	2.0	1.6	1.5	1.2	1.2	1.9	1.0	1.4
Trade, transportation, and utilities.....	1.1	1.2	1.2	1.4	1.2	1.3	1.7	2.1	1.1	1.0	1.0	1.0	1.4
Wholesale trade.....	.9	1.5	.9	1.1	.8	1.5	1.4	1.0	.8	1.0	.7	.9	.8
Retail trade.....	1.0	1.2	1.4	1.5	1.4	1.1	1.9	2.8	1.3	1.1	1.0	1.1	1.5
Transportation, warehousing, and utilities.....	1.4	.8	1.1	1.3	1.0	1.5	1.8	1.2	1.1	.7	1.2	.8	1.7
Information.....	.9	.6	1.0	.7	1.7	2.7	1.0	1.1	1.0	.6	.6	.7	.9
Financial activities.....	.9	.8	.9	.8	.7	.9	.7	.7	.5	.9	.5	.5	.5
Finance and insurance.....	.7	.5	.7	.4	.4	.7	.5	.5	.4	.8	.5	.4	.3
Real estate and rental and leasing.....	1.6	1.4	1.7	2.1	1.3	1.4	1.4	1.3	.7	1.1	.7	.9	1.0
Professional and business services.....	1.5	1.8	1.5	1.3	1.4	1.3	1.5	1.3	1.4	1.0	1.5	1.1	1.3
Education and health services.....	1.0	.8	.9	.7	.6	.5	.7	.7	.5	.6	.6	.9	1.0
Educational services.....	1.7	.5	.8	.8	.2	.1	.6	.8	.3	.2	.5	1.4	1.6
Health care and social assistance.....	.8	.9	.9	.7	.6	.6	.8	.7	.6	.7	.6	.8	1.0
Leisure and hospitality.....	1.7	1.9	2.6	2.7	2.5	2.7	1.7	1.9	1.4	1.7	2.0	1.5	1.7
Arts, entertainment, and recreation.....	1.2	2.5	6.0	6.1	6.8	6.9	3.2	3.7	1.9	2.5	4.6	2.0	1.0
Accommodation and food services.....	1.8	1.8	1.9	2.1	1.8	2.0	1.4	1.6	1.3	1.6	1.6	1.5	1.8
Other services.....	1.5	1.7	2.8	1.1	.7	.6	.9	1.3	1.4	.7	.9	.7	1.7
Government.....	.6	.5	.8	.6	.3	.3	.3	.3	.3	.2	.3	.4	.6
Federal.....	.6	.3	.3	.4	.4	.4	1.0	.3	.2	.3	.3	.3	.5
State and local.....	.6	.6	.9	.6	.3	.3	.2	.3	.3	.2	.3	.5	.7
<b>REGION</b>													
Northeast.....	1.2	1.1	1.6	1.4	1.2	1.4	1.4	1.7	.9	.9	1.0	1.0	1.3
South.....	1.3	1.3	1.5	1.1	1.2	1.2	1.3	1.4	1.1	1.1	1.1	1.0	1.3
Midwest.....	1.3	1.2	1.4	1.4	1.3	1.2	1.3	1.3	1.0	.8	1.1	.9	1.3
West.....	1.3	1.2	1.2	1.4	1.4	1.7	1.7	1.5	1.2	1.2	1.3	1.0	1.2

<sup>1</sup> The layoffs and discharges rate is the number of layoffs and discharges during the entire month as a percent of total employment.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 10. Layoffs and discharges levels<sup>1</sup> by industry and region**  
(In thousands)

Industry and region	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003
<b>Total</b> .....	1,662	1,601	1,876	1,698	1,667	1,761	1,836	1,860	1,360	1,298	1,422	1,281	1,651
<b>INDUSTRY</b>													
Total private.....	1,529	1,489	1,707	1,571	1,597	1,699	1,767	1,797	1,304	1,252	1,364	1,187	1,512
Natural resources and mining.....	3	6	6	5	16	8	13	10	6	4	5	6	6
Construction.....	235	155	222	207	275	314	356	315	209	226	198	172	185
Manufacturing.....	229	203	208	210	245	241	245	253	196	183	226	143	210
Durable goods.....	157	132	149	124	155	126	151	170	128	115	117	87	131
Nondurable goods.....	72	72	58	86	91	115	94	83	68	68	109	56	79
Trade, transportation, and utilities.....	277	299	312	345	305	332	455	529	280	254	250	250	357
Wholesale trade.....	54	83	54	60	46	83	76	58	43	54	38	51	47
Retail trade.....	154	177	207	220	210	176	291	414	188	166	155	160	229
Transportation, warehousing, and utilities.....	69	39	52	65	49	73	89	57	49	34	56	38	81
Information.....	31	22	35	23	58	91	34	35	34	21	21	22	31
Financial activities.....	73	59	75	66	52	73	57	54	38	72	41	43	40
Finance and insurance.....	40	30	39	24	25	43	29	28	24	49	27	25	19
Real estate and rental and leasing.....	33	30	35	42	27	29	28	27	14	23	14	19	21
Professional and business services.....	238	282	239	212	219	211	241	197	221	162	240	178	208
Education and health services.....	155	131	139	109	92	84	121	114	89	94	99	145	171
Educational services.....	41	12	18	20	4	3	18	22	9	5	14	39	39
Health care and social assistance.....	115	119	121	89	88	82	103	92	81	90	84	106	132
Leisure and hospitality.....	208	242	323	333	299	313	195	221	156	201	239	189	211
Arts, entertainment, and recreation.....	23	50	119	112	118	114	53	60	31	40	79	37	19
Accommodation and food services.....	185	192	203	221	181	199	141	161	125	160	160	151	192
Other services.....	81	90	149	61	35	32	49	69	74	36	45	40	93
Government.....	133	112	170	127	70	61	69	63	56	46	58	94	139
Federal.....	16	8	8	11	10	10	27	8	7	8	7	7	14
State and local.....	117	104	161	117	61	51	42	55	49	38	51	87	125
<b>REGION</b>													
Northeast.....	299	276	402	357	295	347	355	406	223	220	239	243	336
South.....	589	619	696	495	552	542	594	633	517	503	502	457	583
Midwest.....	409	361	433	446	412	387	415	399	296	249	322	290	388
West.....	365	345	345	401	407	486	472	423	324	326	358	291	343

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 11. Other separations rates<sup>1</sup> by industry and region**  
(Percent)

Industry and region	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003
<b>Total</b> .....	0.3	0.3	0.3	0.3	0.2	0.2	0.3	0.3	0.2	0.2	0.2	0.2	0.2
<b>INDUSTRY</b>													
Total private.....	.2	.2	.3	.3	.2	.2	.3	.3	.2	.2	.2	.2	.2
Natural resources and mining.....	.5	.8	.9	.5	.6	.4	.7	.7	.7	.4	.8	.5	.2
Construction.....	.1	.1	.4	.2	.3	.3	.6	.4	.2	.1	.4	.1	.2
Manufacturing.....	.2	.3	.3	.2	.2	.2	.2	.3	.3	.2	.3	.2	.2
Durable goods.....	.3	.3	.4	.2	.3	.2	.2	.3	.3	.2	.4	.2	.2
Nondurable goods.....	.2	.2	.2	.1	.2	.3	.2	.3	.2	.2	.2	.2	.2
Trade, transportation, and utilities.....	.3	.3	.3	.4	.2	.3	.3	.4	.3	.2	.2	.3	.2
Wholesale trade.....	.2	.2	.1	.4	.2	.2	.3	.3	.2	.2	.2	.3	.1
Retail trade.....	.3	.4	.3	.4	.2	.3	.2	.5	.3	.2	.2	.3	.2
Transportation, warehousing, and utilities.....	.3	.3	.3	.3	.2	.3	.3	.5	.4	.3	.2	.2	.4
Information.....	.2	.1	.1	.2	.1	.2	.2	.1	.1	.1	.1	.1	.1
Financial activities.....	.1	.2	.2	.2	.1	.2	.3	.4	.2	.1	.2	.3	.2
Finance and insurance.....	.2	.1	.2	.2	.1	.2	.3	.3	.2	.1	.1	.2	.3
Real estate and rental and leasing.....	( <sup>2</sup> )	.5	.3	.2	.2	.1	.2	.5	.2	.1	.4	.4	.1
Professional and business services.....	.3	.4	.4	.3	.3	.2	.3	.5	.2	.3	.3	.2	.2
Education and health services.....	.2	.2	.2	.2	.2	.1	.2	.3	.1	.2	.2	.2	.2
Educational services.....	.3	.1	.2	.2	.1	( <sup>2</sup> )	.4	.5	.1	.1	.1	.2	.3
Health care and social assistance.....	.2	.3	.2	.2	.2	.1	.1	.2	.1	.3	.2	.2	.2
Leisure and hospitality.....	.3	.2	.2	.2	.2	.2	.2	.3	.1	.4	.2	.2	.2
Arts, entertainment, and recreation.....	.2	( <sup>2</sup> )	( <sup>2</sup> )	.1	.1	.1	.2	.1	( <sup>2</sup> )	.1	.1	.1	.1
Accommodation and food services.....	.4	.3	.3	.3	.2	.2	.2	.3	.1	.4	.2	.2	.2
Other services.....	.2	.1	.3	.3	.2	.3	.1	.1	.2	.1	.3	.2	.1
Government.....	.4	.4	.3	.2	.2	.1	.2	.3	.2	.2	.2	.3	.3
Federal.....	.2	.2	.3	.2	.2	.2	.2	.5	.3	.3	.2	.4	.2
State and local.....	.4	.4	.3	.2	.3	.1	.2	.2	.2	.2	.2	.2	.4
<b>REGION</b>													
Northeast.....	.3	.3	.2	.3	.2	.2	.3	.4	.2	.2	.2	.3	.3
South.....	.3	.2	.3	.2	.2	.3	.2	.3	.2	.2	.3	.2	.2
Midwest.....	.3	.2	.3	.3	.2	.1	.2	.4	.2	.2	.2	.2	.2
West.....	.3	.4	.2	.3	.2	.2	.3	.3	.2	.2	.2	.2	.2

<sup>1</sup> The other separations rate is the number of other separations during the entire month as a percent of total employment.

<sup>2</sup> Data round to zero.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 12. Other separations levels<sup>1</sup> by industry and region**  
(In thousands)

Industry and region	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003
<b>Total.....</b>	<b>350</b>	<b>347</b>	<b>363</b>	<b>345</b>	<b>279</b>	<b>281</b>	<b>328</b>	<b>428</b>	<b>263</b>	<b>277</b>	<b>296</b>	<b>287</b>	<b>308</b>
<b>INDUSTRY</b>													
Total private.....	265	274	300	297	226	248	277	374	227	238	253	231	234
Natural resources and mining.....	3	5	5	3	4	2	4	4	4	2	4	3	1
Construction.....	6	6	28	13	18	17	41	26	11	9	29	6	15
Manufacturing.....	35	38	46	28	37	36	32	46	42	30	43	32	29
Durable goods.....	25	24	36	19	24	18	20	31	29	20	32	20	19
Nondurable goods.....	11	14	10	8	13	18	12	16	12	9	10	12	9
Trade, transportation, and utilities.....	65	75	70	98	53	72	70	108	77	57	44	64	63
Wholesale trade.....	11	10	7	22	12	13	16	18	11	10	9	15	8
Retail trade.....	39	53	49	63	30	45	38	69	49	35	23	40	34
Transportation, warehousing, and utilities.....	14	12	13	13	11	15	16	22	17	12	11	9	21
Information.....	6	3	2	6	5	7	6	2	3	4	5	2	5
Financial activities.....	11	17	16	15	10	15	21	28	16	5	12	22	20
Finance and insurance.....	10	6	10	10	6	13	18	19	11	4	4	14	17
Real estate and rental and leasing.....	1	11	6	4	5	2	3	9	5	2	8	7	3
Professional and business services.....	52	57	61	53	46	35	49	74	31	43	42	33	37
Education and health services.....	36	40	27	35	26	21	30	43	21	40	31	30	37
Educational services.....	8	3	5	5	2	1	11	12	2	2	4	6	7
Health care and social assistance.....	27	37	22	31	24	19	18	31	19	38	27	24	31
Leisure and hospitality.....	41	28	30	28	19	25	20	35	13	44	26	27	21
Arts, entertainment, and recreation.....	3	1	( <sup>2</sup> )	2	2	1	3	2	1	2	2	2	1
Accommodation and food services.....	38	28	30	27	17	24	17	33	12	42	24	24	20
Other services.....	11	4	15	18	9	16	5	7	9	4	18	13	6
Government.....	85	73	63	48	52	33	51	54	37	39	43	56	74
Federal.....	6	5	8	6	5	5	6	14	8	7	6	10	7
State and local.....	79	68	55	42	48	28	45	40	29	32	37	46	67
<b>REGION</b>													
Northeast.....	69	67	51	64	58	51	73	103	47	45	53	63	71
South.....	117	111	158	109	103	124	106	124	113	111	132	100	110
Midwest.....	84	70	97	88	66	44	68	113	58	61	53	59	59
West.....	80	98	58	86	51	62	81	87	46	61	59	66	68

<sup>1</sup> Other separations are the number of other separations during the entire month.

<sup>2</sup> Data round to zero.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.